

RECORDS CHECKS

NO. 401.1R1

All offers of employment will be conditional upon the district receiving written criminal history records check and Child Abuse Registry, adult abuse registry, and sexual offender registry documentation from the law enforcement agency or other appropriate state agency or judicial authority where such records might be kept. First year licensed teachers will have these done by the BOEE and will not be done by the District.

The "records check" will be used, in part, to verify the applicable information found on the application form. The district's offer of employment may be withdrawn and/or the employee may be discharged if:

Information from the records check is inconsistent with the information supplied on the application; or

Information obtained reveals conviction of an offense which indicates unsuitability of the person as an employee in the district.

The nature of the applicant's past criminal conduct, as revealed by law enforcement or other state records will be assessed and may be grounds for withdrawal of the offer of employment. Conviction of a drug offense, alcohol-related offense, child abuse offense, adult abuse offense, or sexual offender, or of an offense involving a firearm or violent behavior will be especially closely scrutinized and in most cases, will result in withdrawal of employment offer or discharge.

The district may, at its discretion, require successful applicants to provide a criminal history "records check" from more than one law enforcement agency or jurisdiction.

Form:

CROSS REF.:

LEGAL REF.: 272.2(17), 279.13(1) (b), 321.375(2), 279.69, Code of Iowa and 282 IAC 20.3(3)

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